



THE ASSISTANT SECRETARY OF THE NAVY
(Research, Development and Acquisition)
WASHINGTON, D.C. 20350-1000

NOV 25 1996

MEMORANDUM FOR DISTRIBUTION

Subj: COMMITMENT TO ACQUISITION TRAINING

One of the major recommendations identified by our employees attending the Acquisition Reform Acceleration Day was the need for more acquisition training in the workforce. However, during a recent visit to the Naval Acquisition Career Management Center in Mechanicsburg, PA, I learned that about 30% of the employees who are scheduled to attend mandatory acquisition training provided by DAU, cancel their registration before attending.

The most-cited reason for cancelling out of scheduled acquisition training was "workload"; virtually half of the cancellations were a result of workload considerations. While it is normal to expect that unforeseen high-priority issues might occasionally preempt training, such a high rate of cancellation is a signal to me and to the workforce that training is not viewed as a high priority.

During times of rapid and sometimes traumatic changes in the way we do business, training our workforce is critical. I need your help in impressing upon your leaders and managers to renew their commitment to train our people, to allow them the opportunities to attend courses, and to stress to their employees the need to keep their acquisition skills and knowledge current. Please let our DACM, Mr. Bill Hauenstein, know what actions you are taking to ensure that your managers give their employees strong encouragement in their acquisition training pursuits. To help you assess how your efforts are working, I have asked Bill to provide both you and me with quarterly reports on your progress in minimizing course cancellations.

Your support in this critical aspect of employee development is essential.


JOHN W. DOUGLASS

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